DOCUMENT RESUME

ED 260 798 PS 015 265

TITLE Child Care Needs of Mothers in Arkansas' Labor Force: A Statistical Study.

INSTITUTION Arkansas Advocates for Children and Families, Little Rock.

PUB DATE 28 Nov 84

NOTE 50p.; Funding provided through a grant by Arkansas Social Services.

PUB TYPE Reports - Research/Technical (143)

EDRS PRICE MF01/PC02 Plus Postage.

DESCRIPTORS *Day Care; Early Childhood Education; *Employed Women; *Employer Supported Day Care; *Labor Force; Mothers; *Personnel Needs; State Surveys

IDENTIFIERS *Arkansas; Census 1980; County Surveys

ABSTRACT

The major purpose of this paper is to increase employers' awareness of the impact that the rising number of working mothers has had on the need for day care in Arkansas as a whole and in their specific business locales. It is hoped that employers will be motivated to investigate and evaluate the advantages of providing some form of day care assistance as a fringe benefit. The paper estimates the number of children under age 6 who require some form of day care because their mothers work. It also estimates the number of school children ages 6 through 12 who require supervision after school, during school holidays, and during summer vacations because their mothers work. To serve the needs of different readers, the estimates are both for the state and for each of the 75 counties. In addition, estimates of the number of preschoolers whose mothers are in the labor force are made for a 30-mile radius around 16 labor centers. Statewide estimates are presented by race, by number of parents with whom the children live, and by urban or rural residence as defined by the 1980 Census. Appendix A lists the advantages and disadvantages of various options available to employers to assist their employees. (RH)

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Child Care Needs of Mothers in Arkansas' Labor Force: A Statistical Study

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Arkansas ADVocates for Children and Families

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LITTLE ROCK, ARKANSAS

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TABLE OF CONTENTS

		Page
I.	List of Tables	i
II	Introduction	1
III.	Method and Approach	3
IV.	Statewide Data	5
V.	County Data	13
VI.	Selected Labor Centers	34
VII.	Appendices	37

LIST OF TABLES

Table		Page
1	Labor Force Participation of Women with Own Children Under Age 6, Arkansas, 1980	1
2	Profile of State of Arkansas	6
3	Estimated Number of Arkansas Children under Age 13 With Mother in Labor Force, by Mother's Marital Status, Race, and Residence	7
4	Capacity of Day Care Centers and Number of Children Under Age 6 with Mothers in Labor Force, Selected Counties	8
5	Percentage Distribution of Employed Mothers of Preschool Children by Child Care Arrangements and Selected Characteristics of Mothers, United States, June 1982	11
6	Profile of Counties	13
7	Population, Mothers in Labor Force with Preschoolers and Number of Their Preschoolers Within 30-mile Radious of Selected Labor Centers in Arkansas	36
App. A	Options for Employers	38
App. B	Percent of Women Employed in the Occupations and Industries, Arkansas, 1980	46
App. C	Median Family Income by Age of Children, Arkansas, 1980	47

Introduction

During the past few decades women have become an increasingly important element in the labor force in Arkansas, as elsewhere. The trend is expected to continue, although at a slower pace. The presence of women in Arkansas' labor force grew from 30 percent of the total labor force in 1960 to 42 percent in 1980. In the decade 1970 to 1980 the relative number of women age 16 or older who worked or were looking for work increased about 22 percent, rising from 37 out of 100 to 45 out of 100.

Women with preschool or schoolage children are largely responsible for the phenomenal increase in the female segment of the labor force. In 1970 only 45 percent of Arkansan women with children under 18 were in the state's labor force; by 1980, about 57 percent were. Women in the labor force with children under 6 account for 18.7 percent of all women in the labor force. Most single mothers are in the labor force, but they are far outnumbered by married mothers who live with their husband. As shown on the following tabulation, in 1980 half of the married women in the population with children under 6 and living with their husbands were in the labor force. In the labor force, they accounted for 4 out of 5 mothers (59,312 out of 74,852).

Table 1: Labor Force Participation of Women With Own Children Under Age 6, Arkansas 1980

	Number in Population	Number In Labor Force	Percent in Labor Force
Women With Children Under Six	138,872*	74,852	53.9
Marital Status			
Married, Husband Present	118,571	59,312	50.0
Female householders, No Husband Present	17,793	15,540	87.3
Residence			
Urban	72,253*	42,397	58.7
Rural	66,619*	32,455	48.7

*Includes a relatively small number of families with children under 6 that are neither two-parent families nor headed by a female.

Source: 1980 Census Data on Arkansas, PC 80-1-B5 and PC 80-1-C5

The statistics from Table 1 show that although it is more common in urban areas than in rural areas for mothers of preschoolers to be in the labor force, even in rural areas almost 1 out of 2 of the over 66,000 rural mothers with children under 6 works or is trying to find work.

A most important concern for the working mother is the need for supplementary help to carry out her traditional responsibility of caring for her children. At the same time, because of the high presence of mothers in the labor force--a situation which is not a fleeting phenomenon--and because women hold positions at all skill levels, it is incumbent upon employers to examine their personnel policies to evaluate how the phenomenon affects them beyond the mere fact that now they have more women employees. The need for some type of day care arrangement to enable mothers to work is a regular, on-going need rather than a sporadic and infrequent requirement. This constancy of need makes it prudent for employers to concern themselves with the child care problem when it involves a significant number of their workers, just as it now is the norm for employers to concern themselves with their employees' health and retirement. Some employers recognize the benefit of helping employees with their day care problem; most do not. They either do not realize the magnitude of the problem created by the influx of women workers; or they do not recognize the problem's relationship to their own workers' attendance, peace of mind at work, or turnover; or they do not recognize the problem's relationship to their own ability to attract qualified personnel. Else, they may recognize the day care problem but not acknowledge that it is one with which employers can or should get involved.

The major purpose of this paper is to increase employers' awareness of the impact the dramatic rise in the number of working mothers has had on the need for day care in Arkansas as a whole as well as in the vicinity where their business is located. It is hoped that employers, especially those with a relatively large number of women workers, will be motivated to investigate and evaluate whether it would be advantageous for them to provide some form of day care assistance as a fringe benefit. It has been shown that where day care assistance exists, it helps not only mothers but also single fathers when their children are with them and even working fathers in two-parent families when the wife also works.

The financial investment in day care assistance need not be necessarily big. Assistance can range from granting flexible work schedules where feasible and helping employees locate the proper type of care for their individual needs to providing day care in an on-site facility. The service can be entirely subsidized, or the employees may pay part or all of the cost of the job-related service. Employers, particularly if in fairly close physical proximity, may band together to provide the day care service to their employed parents. **Appendix A** lists various options available to employers to assist their employees and the advantages and disadvantages of each.

Although addressed primarily to employers, the paper may be helpful to day care providers, planners, and other persons interested in the field of day care.

Method and Approach

This paper is concerned with the children of the mothers in Arkansas' labor force. The female labor force includes women holding a job and unemployed women who are actively seeking work. At any one time about 1 out of 10 women in the labor force is looking for work.

The paper estimates the number of children under age 6 who require some form of day care because their mother is in the labor force. It also estimates the number of school children ages 6 through 12 who require supervision after school, during school holidays and during summer vacations because their mother is in the labor force. Many of the older children, of course, are siblings of the preschoolers.

To serve the needs of different readers, the estimates are for both the state and for each of the 75 counties. In addition, estimates of preschoolers are made for a 30-mile radius around 16 labor centers. Statewide estimates are presented by race, by number of parents with whom the children live, and by urban or rural residence as defined by the Census.

The number of women in the population with children under age 6 and the number who are in the labor force are 1980 Census figures. To estimate the number of preschool children belonging to the mothers in the labor force, it was assumed that for each characteristic--race, martial status, and place of residence--the mothers in the labor force, on the average, had the same number of children in that age bracket as do all women with children under 6 with the same characteristic.

The same assumption was made for the 6 to 12 age group but an additional step was required. Census data do not list the women in the labor force with children ages 6 through 12. Rather, the data include these ages in a 6 to 17 grouping. To extract the 6 to 12 from the larger group, it was assumed that the relationship between these two subgroups with mothers in the labor force was the same as their relationship in the general population.

State estimates were the controls, with county estimates adjusted slightly when necessary to equal estimated state totals.

The number and capacity of licensed day care centers and of licensed family day care homes in each county also are presented.

The paper relies heavily upon the 1980 Census and other publications of the Bureau of the Census. The major ones are **General Population Characteristics, Arkansas, PC 80-1-B5**, which presented 100 percent data and will be referred to as **PC 80-1-B5**; **General Social and Economic Characteristics, Arkansas, PC 80-1-C5**, which contains sample data and will be referred to as **PC 80-1-C5**; and **Child Care Arrangements of Working Mothers: June 1982, Current Population Reports, Special Studies, Series P-23, No. 129**, Bureau of Census, 1983, a survey referred to as **Special Studies, Series P-23, No. 129**. Whenever possible, 100 percent data were used rather than sample data.

Table 2: Profile of State of Arkansas

Female labor force: 400,416

% of total labor force: 42.1
% with children under 6: 18.7

Average travel time to work: 18.4 minutes*

Children with mother in labor force (est.)

Under age 6: 100,500 to 113,475
Ages 6 to 12: 159,770

Licensed day care: centers and family homes

Total: number:**1,081; capacity: 39,449 children
Centers: number: 625; capacity: 35,380 children
Family homes: number: 456; capacity: 4,069 children

Number Title XX (included above)***: 44

Median income of families with children under 6: $14,285

Married couples: $15,818
Single females: 4,914

% under poverty level: 59.7
% under 125 percent of poverty level: 70.8

* All workers

** Number of facilities is less than number of licenses issued because some facilities require several licenses.

***Also accept non-Title XX children. Excluded from the 44 facilities are those in which Title XX slots or an entire facility is reserved solely for children in Protective Services.

Source: *1980 Census data on Arkansas, PC 80-1-C5* and Arkansas Social Services

Estimates based on the 1980 Census indicate that in Arkansas from 100,500 to 113,500 children under age 6 have mothers in the labor force, either working or looking for work. In addition, roughly 160,000 children ages 6 through 12 need supervision after school and during summer vacations because their mother is in the labor force. Five-year-olds in public kindergarten with working mothers are included in the estimate of the preschoolers but the timing of their need for day care coincides with that of the schoolage children.

Table 3: Estimated Number of Arkansas Children Under Age 13 With Mother in Labor Force, by Mother's Marital Status, Race, and Residence

	Under Age 13	Under Age 6	Ages 6 - 12
Total	273,245	113,475	159,770
In 2-parent family	214,955	89,930	125,025
In 1-parent family	58,290	23,545	34,745
White	204,150	80,515	123,635
Other races	69,095	32,960	36,135
Urban	147,529	64,641	92,888
Rural	125,716	48,834	76,882

Source: Based on 1980 Census of Population Data for Arkansas, PC80-1-B5 and PC 80-1-C5.

As shown on Table 3, approximately 4 out of the 5 children who require supervision while their parents work live in two-parent families, demonstrating that although the large increase in the population of single parents with young children exacerbates the movement of mothers into the labor force, it is not the prime cause. The incidence of the working mother will remain high for a long time, regardless of marital status.

The approximately 1,080 [1/] licensed day care facilities in Arkansas can accommodate about 39,450 children, or about 35 to 40 percent of the estimated number of preschoolers with mothers in the labor force. Day care centers have about 90 percent of the capacity and family licensed day care homes, the other 10 percent.

Day care slots in licensed centers are highly concentrated. Half of the capacity is located in four counties--Pulaski, Sebastian, Jefferson, and Washington. (Pulaski County alone has 36.5 percent of the state's day care center capcity). About 30 percent of the estimated number of children under 6 with mothers in the labor force reside in these four counties. The other 71 counties contain 70 percent of the preschoolers with a mother in the labor force and share 50 percent of the state's licensed slots in day care centers.

Table 4: Capacity of Day Care Centers and Number of Children Under Age 6 With Mothers in Labor Force, Selected Counties

County	Capacity of Licensed Day Care Centers		Children Under 6 With Mother in Labor Force (est.)	
	Children	Percent	Number	Percent
Total	35,380	100.0	113,475	100.0
Pulaski	12,925	36.5	21,012	18.5
Sebastian	1,926	5.4	4,867	4.3
Jefferson	1,620	4.6	4,580	4.0
Washington	1,547	4.4	4,545	4.0
Subtotal	18,018	50.9	35,004	30.8
Other 71 Counties	17,362	49.1	78,471	69.2

Source: Arkansas Social Services. Estimate of children with mothers in labor force based on 1980 Census data.

1/ The number of licensed facilites is less than the number of licenses issued because some facilities require several licenses.

Licensed family day care homes are distributed somewhat more widely. Approximately half of their capacity (48.9 percent) is spread over the following nine counties, listed in order of magnitude: Pulaski, Benton, Washington, Jefferson, Craighead, Garland, Pope, Independence, and Carroll.

The difference between the capacity figures and the estimates of children requiring day care does not represent the size of the unmet need for the service. Excluded from the capacity figures are relatives and friends who serve as "baby sitters", with or without pay, and paid day care providers for whom licensing is not required because they serve fewer than 6 children or care for children from fewer than 4 families. Kindergartens also may serve as providers of day care to some women in the labor force.

On the other side of the ledger, day care slots are not completely interchangeable. The slot in a day care center or family home vacated by the child whose mother leaves the labor force is not necessarily available to the child whose mother has just located a job. The mother with the new job may be unaware of the vacancy; the age of her child may not be suitable for the vacancy; the day care facility may be inconveniently located; the fee charged may be too high. In a given location an unmet need for day care for infants and babies can exist side by side with unused capacity in day care centers that do not serve this age group because of the greater amount of care required and more extensive state requirements.

Moreover, for any given number of children requiring supervision, the number of providers or slots required, to some extent, is fashioned by the type of care. For example, if supervision is provided in the family's own home, one provider will take care of all the siblings, both preschool and schoolage. If, on the other hand, the same number of siblings are sent to a center, each one occupies a slot.

Except for licensed day care facilities, there is little knowledge about existing day care arrangements in Arkansas. Even for the licensed facilities, there are no utilization figures.

On a national level, the findings of a survey conducted in June 1982[1/] of the principal child care arrangements used by employed mothers, ages 18 to 44, for their youngest child under 5 were as follows: 30.5 percent had their children cared for in their own home; 40.2 percent took their children to another home; 14.8 percent used group care; 9.1 percent cared for their child themselves while working either at home (including farms and own businesses located on premises) or elsewhere. The proportion of mothers using other arrangements, including children taking care of themselves, was 0.2 percent. The arrangement of the other 5.1 percent of the mothers was not known or was not reported and conceivably also included children left unsupervised.

The single most common caretaker in a child's own home for children of working mothers was the child's father. Presumably, the parents worked different shifts because most of the fathers caring for their children while their wife worked also were employed. Mothers using their spouse as a sitter while they worked quite often used multi-day care arrangements for their children.

The survey cautions that the percent of mothers using group care may be understated. It should also be pointed out that the survey measured actual "use" and not "preference". Thus, the results may be partially shaped by the availability of different types of care in a given community.

Nonetheless, applying this percentage to Arkansas suggests that the problem of day care centers in the state is as much, if not more, a problem of distribution than of numerical inadequacy. The high degree of concentration of Arkansas' day care centers in four counties lends credence to this view. Over and above a distributional problem among counties and within counties are problems of quality, age-groups served by the center, accessibility to the working mother, and cost.

The same national survey investigated the extent to which mothers use different types of child care arrangements according to the selected characteristics of the mothers. The results are on Table 5 and, again, may help employers determine the care arrangements best suited to the characteristics of the mothers on their payroll.

1/ Bureau of Census, Special Studies, Series P-23, No. 129.

Table 5: Percentage Distribution of Employed Mothers of Preschool Children by Child Care Arrangements and Selected Characteristics of Mothers, U.S., June 1982

	Total (percent)	Care in own home	Care in another home	Group care	Mother while working	Other or unknown
Total	100.0	30.5	40.2	14.8	9.1	5.3
Race:						
White	100.0	30.8	40.4	13.5	10.3	5.0
Nonwhite	100.0	31.1	42.4	17.0	3.0	6.5
Marital Status:						
Married, husband present	100.0	30.4	40.8	13.4	10.5	5.0
All other	100.0	31.6	38.2	20.3	3.3	6.6
Schooling Completed:						
Not high school graduate	100.0	38.2	38.6	8.7	11.0	3.6
High school graduate	100.0	30.8	41.2	13.6	9.0	5.3
College, 1 year or more	100.0	27.7	39.6	18.1	8.7	5.9
Occupation of Mother:						
Professional and Managerial	100.0	27.6	41.6	19.7	5.0	6.2
Clerical and Sales	100.0	29.5	41.5	17.7	6.0	5.1
Bluecollar and Service	100.0	34.5	38.1	8.5	13.8	4.9
Farm worker	100.0	14.9	34.0	4.2	42.3	4.7
Family Income						
Under $15,000	100.0	31.8	39.5	12.4	10.8	5.4
$15,000 to $24,999	100.0	31.4	38.3	14.9	10.7	4.9
$25,00 and over	100.0	28.4	43.1	17.2	6.4	5.0

Note: Components may not add to the totals due to rounding.

Source: Bureau of Census, *Special Report*, Series P-23, No. 129.

The proportion of mothers who have their preschoolers cared for in their own home does not vary much by race or marital status. Neither do these variables greatly affect the proportion of mothers who have the care provided in someone else's home. Race and marital status, however, do seem to influence the use of group care, with nonwhite mothers and mothers with no husband present using this type of care more frequently than white women and women living with their husbands. Group care also is used more frequently by better educated women and those with higher family incomes.

The following miscellaneous data may be of interest to employers. Appendix B shows that about two-fifths of the workers in managerial and professional occupations in Arkansas are women. Women fill about the same percent of the blue-collar type jobs. (These appear on the table under precision production, craft, and repair; and operators, fabricators, and inspectors). Women in Arkansas hold about two-thirds of the jobs in technical, sales and administrative occupations and in the service occupations.

Among the industries, personal services and professional and related services are the two groups with the highest incidence of women on their payroll, followed by finance, insurance and real estate; trade; and the manufacture of nondurable products (Appendix B).

Travel time to work for all workers (male and female) in the state who do not work at home averages 18.4 minutes. For almost one-fourth of the workers, the time is less than 10 minutes. Almost 8 percent of the workers in the state spend 45 minutes or more getting to work, with the average for this group being an hour.

According to the 1980 Census, the median income of families with children under six (including those without a mother in the labor force) was $14,285; the median income for female heads of household with no husbands present was only about one-third as much (Appendix C).

County Data

The numerical importance of women in the labor force of a county ranges from a low in Newton County of approximately 34 women per 100 members of the labor force to approximately 46 per 100 in Baxter County. The ratio in most counties, however, is close to the state average in which women account for about 42 persons out of every 100 in the labor force.

Within the female segment of the labor force, the percentage of women who have at least one child under age 6 ranges from 14 percent in Madison County to 23 percent or more in Chicot, Cross, Desha, Mississippi, Newton, Randolph, and St. Francis Counties.

Fifty percent or more of the women with one or more children under age 6 are in the labor force in approximately half of the 75 counties. In Izard and Randolph Counties the ratio is a high of 60 percent. In contrast, only a little over one-third of the mothers with preschoolers are in the labor force in Lafayette, Little River, Madison, and Newton Counties. Job opportunities and factors such as family income affect labor force participation by women. The availability of day care at a reasonable cost also is an important factor, however. According to the national survey on child care arrangements,1/ 27 percent of mothers not in the labor force and with a child under 5 would work if affordable child care were available. About 23 percent of the white mothers and 55 percent of the black mothers gave this reply.

There follows, county by county, selected information that may help employers assess the role of mothers in the labor force and the need for child care in the particular county in which their business is located and in the surrounding counties from which they may draw employees.

1/ Bureau of Census, Special Studies, Series P-23, No. 129.

Number of Children with Mothers in Labor Force and Number of Licensed Day Care Slots

☐ **Children under six with mother in labor force**

☐ **Children 6-12 years with mother in labor force**

☐ **Capacity in licensed child care centers and family homes**

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Table 6: Profile of Counties

County: Arkansas

Female labor force: 4,020
% of total labor force: 39.0
% with children under 6: 19.8

Average travel time to work: *12.2 minutes

Children with mother in labor force (est.)
under age 6: 1,222
Ages 6-12: 1,460

Licensed day care: centers & family homes
Number: ** 7
Number Title XX: *** 0
Capacity: 160 children

Median income of families with children
under age 6: $14,482
Married couples: $16,460
Single females: $ 3,608
% under poverty level: 66.3
% under 125 percent of poverty level: 85.1

County: Ashley

Female labor force: 3,682
% of total labor force: 37.1
% with children under 6: 21.9

Average travel time to work: *14.2 minutes

Children with mother in labor force (est.)
under age 6: 1,263
Ages 6-12: 1,825

Licensed day care: centers & family homes
Number: ** 10
Number Title XX: *** 1
Capacity: 224 children

Median income of families with children
under age 6: $15,881
Married couples: $17,383
Single females: $ 3,750
% under poverty level: 71.8
% under 125 percent of poverty level: 83.0

County: Baxter

Female labor force: 4,250
% of total labor force: 46.2
% with children under 6: 15.5

Average travel time to work: *17.7 minutes

Children with mother in labor force (est.)
under age 6: 915
Ages 6-12: 1,509

Licensed day care: centers & family homes
Number: ** 15
Number Title XX: *** 0
Capacity: 284 children

Median income of families with children
under age 6: $12,938
Married couples: $13,677
Single females: 4,704
% under poverty level: 58.5
% under 125 percent of poverty level: 64.2

County: Benton

Female labor force: 14,144
% of total labor force: 41.9
% with children under 6: 18.0

Average travel time to work: *16.5 minutes

Children with mother in labor force (est.)
under age 6: 3,720
Ages 6-12: 5,555

Licensed day care: centers & family homes
Number: ** 58
Number Title XX: *** 1
Capacity: 1,296 children

Median income of families with children
under age 6: $15,222
Married couples: $15,945
Single females: $ 7,039
% under poverty level: 34.9
% under 125 percent of poverty level: 51.9

*All workers
**Number of licensed facilities is less than number of licenses issued because some facilities require several licenses.
***Title XX slots and entire facilities reserved solely for children in Protective Services are excluded from count.
****$2,500 or less

County: Boone

Female labor force: 4,726
% of total labor force: 42.8
% with children under 6: 16.6

Average travel time to work:* 15.8 minutes

Children with mother in labor force (est.)
under age 6: 1,113
Ages 6-12: 1,884

Licensed day care: centers & family homes
Number:** 14
Number Title XX:*** 0
Capacity:427 children

Median income of families with children
under age 6: $12,073
Married couples: $12,882
Single females: $ 4,539
% under poverty level: 55.5
% under 125 percent of poverty level:79.4

County: Bradley

Female labor force: 2,130
% of total labor force: 41.1
% with children under 6: 18.1

Average travel time to work:* 19.0 minutes

Children with mother in labor force (est.)
under age 6: 610
Ages 6-12: 903

Licensed day care: centers & family homes
Number:** 10
Number Title XX:*** 0
Capacity: 178 children

Median income of families with children
under age 6: $14,207
Married couples: $15,179
Single females: $ 5,278
% under poverty level: 89.6
% under 125 percent of poverty level: 100.0

County: Calhoun

Female labor force: 999
% of total labor force: 41.3
% with children under 6: 198

Average travel time to work:* 21.3 minutes

Children with mother in labor force (est.)
under age 6: 336
Ages 6-12: 311

Licensed day care: centers & family homes
Number:** 0
Number Title XX:*** 0
Capacity: 0 children

Median income of families with children
under age 6: $12,833
Married couples: $15,053
Single females: $ 4,120
% under poverty level: 76.1
% under 125 percent of poverty level:85.9

County: Carroll

Female labor force: 2,874
% of total labor force: 42.9
% with children under 6: 17.6

Average travel time to work:* 16.8 minutes

Children with mother in labor force (est.)
under age 6: 726
Ages 6-12: 1,008

Licensed day care: centers & family homes
Number:** 16
Number Title XX:*** 0
Capacity: 298 children

Median income of families with children
under age 6: $11,581
Married couples: $12,530
Single females: $ 7,500
% under poverty level: 52.3
% under 125 percent of poverty level: 59.8

*All workers
**Number of licensed facilities is less than number of licenses issued because some facilities require several licenses.
***Title XX slots and entire facilities reserved solely for children in Protective Services are excluded from count.
****$2,500 or less

County: Chicot

Female labor force: 2,286
% of total labor force: 40.3
% with children under 6: 23.1

Average travel time to work:* 16.0 minutes

Children with mother in labor force (est.)
under age 6: 969
Ages 6-12: 1,335

Licensed day care: centers & family homes
Number:** 10
Number Title XX:*** 2
Capacity:241 children

Median income of families with children
under age 6: $9,237
Married couples:$12,592
Single females: $ 3,665
% under poverty level: 85.3
% under 125 percent of poverty level: 90.8

County: Clark

Female labor force: 4,286
% of total labor force: 43.7
% with children under 6: 17.2

Average travel time to work:* 17.4 minutes

Children with mother in labor force (est.)
under age 6: 1,070
Ages 6-12: 1,353

Licensed day care: centers & family homes
Number:** 13
Number Title XX:*** 1
Capacity: 361 children

Median income of families with children
under age 6: $15,919
Married couples: $17,031
Single females: $ 5,333
% under poverty level: 61.7
% under 125 percent of poverty level: 77.3

County: Clay

Female labor force: 3,363
% of total labor force: 42.5
% with children under 6:20.7

Average travel time to work:* 16.5 minutes

Children with mother in labor force (est.)
under age 6: 983
Ages 6-12: 1,246

Licensed day care: centers & family homes
Number:** 7
Number Title XX:*** 0
Capacity: 144 children

Median income of families with children
under age 6: $12,096
Married couples: 12,336
Single females: 5,260
% under poverty level: 75.0
% under 125 percent of poverty level:81.6

County: Cleburne

Female labor force: 2,457
% of total labor force: 40.4
% with children under 6: 18.7

Average travel time to work:* 22.2 minutes

Children with mother in labor force (est.)
under age 6: 675
Ages 6-12: 788

Licensed day care: centers & family homes
Number:** 10
Number Title XX:*** 0
Capacity: 143 children

Median income of families with children
under age 6: $11,563
Married couples: $11,935
Single females: $ 2,500****
% under poverty level: 84.4
% under 125 percent of poverty level: 100.0

*All workers
**Number of licensed facilities is less than number of licenses issued because some facilities require several licenses.
***Title XX slots and entire facilities reserved solely for children in Protective Services are excluded from count.
****$2,500 or less

County: Cleveland

Female labor force: 1,080
% of total labor force: 37.6
% with children under 6: 18.2

Average travel time to work:* 29.4 minutes

Children with mother in labor force (est.)
under age 6: 289
Ages 6-12: 469

Licensed day care: centers & family homes
Number:** 1
Number Title XX:*** 10
Capacity: 10 children

Median income of families with children
under age 6: $16,270
Married couples: $17,262
Single females: $ 3,594
% under poverty level: 63.6
% under 125 percent of poverty level: 69.1

County: Columbia

Female labor force: 4,461
% of total labor force: 42.1
% with children under 6: 15.2

Average travel time to work:* 16.2 minutes

Children with mother in labor force (est.)
under age 6: 1,080
Ages 6-12: 1,692

Licensed day care: centers & family homes
Number:** 13
Number Title XX:*** 0
Capacity: 287 children

Median income of families with children
under age 6: $15,480
Married couples: $17,219
Single females: $ 3,802
% under poverty level: 73.7
% under 125 percent of poverty level: 84.6

County: Conway

Female labor force: 3,186
% of total labor force: 41.6
% with children under 6: 21.6

Average travel time to work:* 20.4 minutes

Children with mother in labor force (est.)
under age 6: 1,072
Ages 6-12: 1,463

Licensed day care: centers & family homes
Number:** 6
Number Title XX:*** 1
Capacity: 274 children

Median income of families with children
under age 6: $15,690
Married couples: 16,301
Single females: 8,036
% under poverty level: 51.1
% under 125 percent of poverty level: 53.2

County: Craighead

Female labor force: 12,983
% of total labor force: 44.1
% with children under 6: 17.3

Average travel time to work:* 16.1 minutes

Children with mother in labor force (est.)
under age 6: 3,095
Ages 6-12: 4,326

Licensed day care: centers & family homes
Number:** 30
Number Title XX:*** 0
Capacity: 1,283 children

Median income of families with children
under age 6: $14,426
Married couples: $15,728
Single females: $ 4,503
% under poverty level: 56.4
% under 125 percent of poverty level: 62.9

*All workers
**Number of licensed facilities is less than number of licenses issued because some facilities require several licenses.
***Title XX slots and entire facilities reserved solely for children in Protective Services are excluded from count.
****$2,500 or less

County: Crawford

Female labor force: 6,181
% of total labor force: 40.0
% with children under 6: 18.3

Average travel time to work:* 21.5 minutes

Children with mother in labor force (est.)
under age 6: 1,635
Ages 6-12: 2,768

Licensed day care: centers & family homes
Number:** 6
Number Title XX:*** 0
Capacity: 387 children

Median income of families with children
under age 6: $14,068
Married couples: 14,914
Single females: 3,548
% under poverty level: 65.3
% under 125 percent of poverty level: 74.2

County: Crittenden

Female labor force: 7,959
% of total labor force: 42.0
% with children under 6: 20.7

Average travel time to work:* 18.5 minutes

Children with mother in labor force (est.)
under age 6: 2,929
Ages 6-12: 4,000

Licensed day care: centers & family homes
Number:** 15
Number Title XX:*** 0
Capacity: 662 children

Median income of families with children
under age 6: $13,266
Married couples: $16,898
Single females: $ 4,245
% under poverty level: 69.4
% under 125 percent of poverty level: 76.8

County: Cross

Female labor force: 3,305
% of total labor force: 39.9
% with children under 6: 23.3

Average travel time to work:* 16.9 minutes

Children with mother in labor force (est.)
under age 6: 1,306
Ages 6-12: 1,572

Licensed day care: centers & family homes
Number:** 12
Number Title XX:*** 0
Capacity: 205 children

Median income of families with children
under age 6: $13,702
Married couples: $14,707
Single females: $ 5,938
% under poverty level: 78.9
% under 125 percent of poverty level: 93.2

County: Dallas

Female labor force: 1,612
% of total labor force: 40.8
% with children under 6: 19.1

Average travel time to work:* 16.7 minutes

Children with mother in labor force (est.)
under age 6: 497
Ages 6-12: 668

Licensed day care: centers & family homes
Number:** 2
Number Title XX:*** 0
Capacity: 64 children

Median income of families with children
under age 6: $16,474
Married couples: 17,035
Single females: 2,596
% under poverty level: 71.0
% under 125 percent of poverty level: 78.5

*All workers
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****$2,500 or less

County: Desha

Female labor force: 2,854
% of total labor force: 40.1
% with children under 6: 23.1

Average travel time to work:* 14.2 minutes

Children with mother in labor force (est.)
under age 6: 1,182
Ages 6-12: 1,234

Licensed day care: centers & family homes
Number:** 7
Number Title XX:*** 2
Capacity: 204 children

Median income of families with children
under age 6: $11,967
Married couples: $16,159
Single females: $ 3,250
% under poverty level: 69.2
% under 125 percent of poverty level: 79.5

County: Drew

Female labor force: 3,338
% of total labor force: 43.5
% with children under 6: 18.6

Average travel time to work:* 16.2 minutes

Children with mother in labor force (est.)
under age 6: 934
Ages 6-12: 1,482

Licensed day care: centers & family homes
Number:** 10
Number Title XX:*** 1
Capacity: 226 children

Median income of families with children
under age 6: $13,853
Married couples: $16,057
Single females: 5,677
% under poverty level: 53.5
% under 125 percent of poverty level: 66.2

County: Faulkner

Female labor force: 8,892
% of total labor force: 43.8
% with children under 6: 19.0

Average travel time to work:* 20.6 minutes

Children with mother in labor force (est.)
under age 6: 2,427
Ages 6-12: 3,311

Licensed day care: centers & family homes
Number:** 17
Number Title XX:*** 1
Capacity: 718 children

Median income of families with children
under age 6: $15,975
Married couples: $16,821
Single females: $ 7,447
% under poverty level: 33.0
% under 125 percent of poverty level: 48.4

County: Franklin

Female labor force: 2,424
% of total labor force: 41.2
% with children under 6: 18.2

Average travel time to work:* 21.4 minutes

Children with mother in labor force (est.)
under age 6: 620
Ages 6-12: 1,050

Licensed day care: centers & family homes
Number:** 3
Number Title XX:*** 0
Capacity: 84 children

Median income of families with children
under age 6: $14,265
Married couples: $14,895
Single females: $ 2,500****
% under poverty level: 55.2
% under 125 percent of poverty level: 62.7

*All workers
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****$2,500 or less

County: Fulton

Female labor force: 1,497
% of total labor force: 42.4
% with children under 6: 20.6

Average travel time to work:* 23.1 minutes

Children with mother in labor force (est.)
under age 6: 438
Ages 6-12: 630

Licensed day care: centers & family homes
Number:** 2
Number Title XX:*** 0
Capacity: 71 children

Median income of families with children
under age 6: $11,250
Married couples: 11,452
Single females: 4,615
% under poverty level: 60.5
% under 125 percent of poverty level: 86.8

County: Garland

Female labor force: 12,772
% of total labor force: 43.9
% with children under 6: 14.7

Average travel time to work:* 19.0 minutes

Children with mother in labor force (est.)
under age 6: 2,791
Ages 6-12: 4,354

Licensed day care: centers & family homes
Number:** 32
Number Title XX:*** 0
Capacity: 1,291 children

Median income of families with children
under age 6: $15,403
Married couples: 16,439
Single females: 4,367
% under poverty level: 57.3
% under 125 percent of poverty level: 68.5

County: Grant

Female labor force: 1,823
% of total labor force: 35.7
% with children under 6: 20.0

Average travel time to work:* 25.6 minutes

Children with mother in labor force (est.)
under age 6: 509
Ages 6-12: 702

Licensed day care: centers & family homes
Number:** 3
Number Title XX:*** 0
Capacity: 69 children

Median income of families with children
under age 6: $16,529
Married couples: 16,942
Single females: 2,500****
% under poverty level: 52.2
% under 125 percent of poverty level: 58.7

County: Greene

Female labor force: 5,387
% of total labor force: 41.5
% with children under 6: 20.0

Average travel time to work:* 17.1 minutes

Children with mother in labor force (est.)
under age 6: 1,470
Ages 6-12: 2,053

Licensed day care: centers & family homes
Number:** 18
Number Title XX:*** 1
Capacity: 554 children

Median income of families with children
under age 6: $13,318
Married couples: 14,181
Single females: 6,354
% under poverty level: 41.9
% under 125 percent of poverty level: 54.5

*All workers
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****$2,500 or less

County: Hempstead

Female labor force: 3,928
% of total labor force: 40.7
% with children under 6: 20.7

Average travel time to work:* 17.1minutes

Children with mother in labor force (est.)
under age 6: 1,301
Ages 6-12: 1,579

Licensed day care: centers & family homes
Number:** 5
Number Title XX:*** 1
Capacity:159 children

Median income of families with children
under age 6: $14,747
Married couples:$15,667
Single females: 4,955
% under poverty level: 67.1
% under 125 percent of poverty level:73.3

County: Hot Spring

Female labor force: 4,640
% of total labor force: 40.9
% with children under 6: 18.6

Average travel time to work:* 21.4 minutes

Children with mother in labor force (est.)
under age 6: 1,271
Ages 6-12: 1,771

Licensed day care: centers & family homes
Number:** 12
Number Title XX:*** 0
Capacity:358 children

Median income of families with children
under age 6: $15,935
Married couples: 17,260
Single females: 3,203
% under poverty level: 66.0
% under 125 percent of poverty level: 73.6

County: Howard

Female labor force: 2,181
% of total labor force: 40.8
% with children under 6: 18.5

Average travel time to work:* 17.0 minutes

Children with mother in labor force (est.)
under age 6: 628
Ages 6-12: 970

Licensed day care: centers & family homes
Number:** 4
Number Title XX:*** 1
Capacity:227 children

Median income of families with children
under age 6: $15,979
Married couples: $16,651
Single females: 8,542
% under poverty level: 46.8
% under 125 percent of poverty level:55.6

County: Independence

Female labor force: 5,530
% of total labor force: 42.0
% with children under 6: 19.7

Average travel time to work:* 17.1 minutes

Children with mother in labor force (est.)
under age 6: 1,529
Ages 6-12: 2,088

Licensed day care: centers & family homes
Number:** 16
Number Title XX:*** 0
Capacity: 305 children

Median income of families with children
under age 6: $14,421
Married couples: 15,025
Single females: 8,381
% under poverty level: 34.5
% under 125 percent of poverty level: 47.1

*All workers
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****$2,500 or less

County: Izard

Female labor force: 1,534
% of total labor force: 40.5
% with children under 6: 19.3

Average travel time to work:*22.8 minutes

Children with mother in labor force (est.)
under age 6: 417
Ages 6-12: 606

Licensed day care: centers & family homes
Number:** 3
Number Title XX:*** 0
Capacity:132 children

Median income of families with children
under age 6: $11,663
Married couples: 11,840
Single females: 3,750
% under poverty level:55.0
% under 125 percent of poverty level: 65.0

County: Jackson

Female labor force: 3,602
% of total labor force: 42.1
% with children under 6: 17.0

Average travel time to work:*16.7 minutes

Children with mother in labor force (est.)
under age 6: 956
Ages 6-12: 2,430

Licensed day care: centers & family homes
Number:** 12
Number Title XX:*** 1
Capacity: 318 children

Median income of families with children
under age 6: $13,053
Married couples: 14,429
Single females: 4,234
% under poverty level: 69.7
% under 125 percent of poverty level:81.5

County: Jefferson

Female labor force: 15,026
% of total labor force: 41.2
% with children under 6: 18.5

Average travel time to work:* 19.0 minutes

Children with mother in labor force (est.)
under age 6:4,580
Ages 6-12: 6,475

Licensed day care: centers & family homes
Number:** 49
Number Title XX:*** 2
Capacity:1,766children

Median income of families with children
under age 6: $15,588
Married couples: 17,131
Single females: 3,368
% under poverty level: 68.1
% under 125 percent of poverty level: 81.4

County: Johnson

Female labor force: 2,729
% of total labor force: 41.8
% with children under 6: 18.6

Average travel time to work:*18.7 minutes

Children with mother in labor force (est.)
Under age 6: 769
Ages 6-12: 1,163

Licensed day care: centers & family homes
Number:** 12
Number Title XX:*** 0
Capacity: 309 children

Median income of families with children
under age 6: $13,483
Married couples: 14,477
Single females: 6,029
% under poverty level: 45.1
% under 125 percent of poverty level:58.5

*All workers
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****$2,500 or less

County: Lafayette

Female labor force: 1,286
% of total labor force: 37.2
% with children under 6: 15.9

Average travel time to work:* 20.8 minutes

Children with mother in labor force (est.)
under age 6: 369
Ages 6-12: 693

Licensed day care: centers & family homes
Number:** 1
Number Title XX:*** 0
Capacity: 35 children

Median income of families with children
under age 6: $11,832
Married couples: $12,857
Single females: $ 2,500****
% under poverty level: 83.0
% under 125 percent of poverty level: 89.4

County: Lawrence

Female labor force: 2,953
% of total labor force: 41.8
% with children under 6: 20.3

Average travel time to work:* 19.8minutes

Children with mother in labor force (est.)
under age 6: 836
Ages 6-12: 1,165

Licensed day care: centers & family homes
Number:** 7
Number Title XX:***0
Capacity: 160 children

Median income of families with children
under age 6: $11,842
Married couples: $12,326
Single females: 3,194
% under poverty level: 51.2
% under 125 percent of poverty level: 73.8

County: Lee

Female labor force: 2,056
% of total labor force: 41.4
% with children under 6: 21.4

Average travel time to work:* 19.0 minutes

Children with mother in labor force (est.)
under age 6: 820
Ages 6-12: 1,268

Licensed day care: centers & family homes
Number:** 5
Number Title XX:*** 0
Capacity: 109 children

Median income of families with children
under age 6: $8,913
Married couples: 12,321
Single females: 3,441
% under poverty level: 85.8
% under 125 percent of poverty level: 95.5

County: Lincoln

Female labor force: 1,625
% of total labor force: 39.5
% with children under 6: 22.1

Average travel time to work:*19.9 minutes

Children with mother in labor force (est.)
under age 6: 624
Ages 6-12: 773

Licensed day care: centers & family homes
Number:** 2
Number Title XX:***0
Capacity: 29 children

Median income of families with children
under age 6: $11,812
Married couples: $12,468
Single females: 4,234
% under poverty level: 67.5
% under 125 percent of poverty level: 75.8

*All workers
**Number of licensed facilities is less than number of licenses issued because some facilities require several licenses.
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****$2,500 or less

County: Little River

Female labor force: 1,920
% of total labor force: 37.4
% with children under 6: 18.3

Average travel time to work:* 20.2 minutes

Children with mother in labor force (est.)
under age 6: 551
Ages 6-12: 1,053

Licensed day care: centers & family homes
Number:** 5
Number Title XX:*** 0
Capacity: 203 children

Median income of families with children
under age 6: $17,238
Married couples: 18,633
Single females: 3,368
% under poverty level: 54.0
% under 125 percent of poverty level: 71.4

County: Logan

Female labor force: 2,893
% of total labor force: 39.1
% with children under 6: 18.4

Average travel time to work:* 21.1 minutes

Children with mother in labor force (est.)
under age 6: 771
Ages 6-12: 1,271

Licensed day care: centers & family homes
Number:** 6
Number Title XX:*** 0
Capacity: 128 children

Median income of families with children
under age 6: $11,755
Married couples: $13.199
Single females: $ 6,029
% under poverty level: 73.6
% under 125 percent of poverty level: 83.1

County: Lonoke

Female labor force: 5,593
% of total labor force: 40.3
% with children under 6: 20.1

Average travel time to work:* 23.3 minutes

Children with mother in labor force (est.)
under age 6: 1,709
Ages 6-12: 2,671

Licensed day care: centers & family homes
Number:** 16
Number Title XX:*** 10
Capacity: 520 children

Median income of families with children
under age 6: $14,527
Married couples: 15,495
Single females: 2,500****
% under poverty level: 60.6
% under 125 percent of poverty level: 68.3

County: Madison

Female labor force: 1,768
% of total labor force: 41.2
% with children under 6: 13.7

Average travel time to work:* 28.8 minutes

Children with mother in labor force (est.)
under age 6: 353
Ages 6-12: 848

Licensed day care: centers & family homes
Number:** 3
Number Title XX:*** 0
Capacity: 77 children

Median income of families with children
under age 6: $11,695
Married couples: $11,868
Single females: 3,194
% under poverty level: 53.1
% under 125 percent of poverty level: 78.1

*All workers
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***Title XX slots and entire facilities reserved solely for children in Protective Services are excluded from count.
****$2,500 or less

County: Marion

Female labor force: 1,609
% of total labor force: 41.2
% with children under 6: 16.0

Average travel time to work:* 22.8 minutes

Children with mother in labor force (est.)
under age 6: 385
Ages 6-12: 828

Licensed day care: centers & family homes
Number:** 0
Number Title XX:*** 0
Capacity: 153 children

Median income of families with children
under age 6: $12,375
Married couples: 14,141
Single females: 2,500****
% under poverty level: 66.0
% under 125 percent of poverty level: 75.5

County: Miller

Female labor force: 6,221
% of total labor force: 40.5
% with children under 6: 19.0

Average travel time to work:* 19.8 minutes

Children with mother in labor force (est.)
under age 6: 1,857
Ages 6-12: 2,730

Licensed day care: centers & family homes
Number:** 12
Number Title XX:*** 5
Capacity: 463 children

Median income of families with children
under age 6: $14,947
Married couples: 16,698
Single females: 4,629
% under poverty level: 64.4
% under 125 percent of poverty level: 78.2

County: Mississippi

Female labor force: 9,945
% of total labor force: 41.3
% with children under 6: 23.0

Average travel time to work:* 13.9 minutes

Children with mother in labor force (est.)
under age 6: 3,818
Ages 6-12: 4,497

Licensed day care: centers & family homes
Number:** 22
Number Title XX:*** 0
Capacity: 902 children

Median income of families with children
under age 6: $11,379
Married couples: 12,599
Single females: 4,324
% under poverty level: 67.1
% under 125 percent of poverty level: 78.3

County: Monroe

Female labor force: 2,133
% of total labor force: 42.2
% with children under 6: 17.6

Average travel time to work:* 16.3 minutes

Children with mother in labor force (est.)
under age 6: 683
Ages 6-12: 989

Licensed day care: centers & family homes
Number:** 8
Number Title XX:*** 1
Capacity: 122 children

Median income of families with children
under age 6: $12,148
Married couples: 14,134
Single females: 4,489
% under poverty level: 78.8
% under 125 percent of poverty level: 82.6

*All workers
**Number of licensed facilities is less than number of licenses issued because some facilities require several licenses.
***Title XX slots and entire facilities reserved solely for children in Protective Services are excluded from count.
****$2,500 or less

County: Montgomery

Female labor force: 1,140
% of total labor force: 38.7
% with children under 6: 16.6

Average travel time to work:* 22.7 minutes

Children with mother in labor force (est.)
under age 6: 266
Ages 6-12: 426

Licensed day care: centers & family homes
Number:** 2
Number Title XX:*** 10
Capacity:18 children

Median income of families with children
under age 6: $11,208
Married couples: 11,573
Single females: 2,750
% under poverty level: 72.7
% under 125 percent of poverty level: 72.7

County: Nevada

Female labor force: 1,572
% of total labor force: 39.6
% with children under 6: 20.9

Average travel time to work:* 19.3 minutes

Children with mother in labor force (est.)
under age 6: 520
Ages 6-12: 757

Licensed day care: centers & family homes
Number:** 1
Number Title XX:*** 0
Capacity: 10 children

Median income of families with children
under age 6: $12,530
Married couples: $14,321
Single females: $ 3,822
% under poverty level: 70.5
% under 125 percent of poverty level: 79.2

County: Newton

Female labor force: 93.0
% of total labor force: 34.2
% with children under 6: 23.0

Average travel time to work:* 32.5 minutes

Children with mother in labor force (est.)
under age 6: 298
Ages 6-12: 342

Licensed day care: centers & family homes
Number:** 4
Number Title XX:*** 0
Capacity: 55 children

Median income of families with children
under age 6: $9,558
Married couples: 9,760
Single females: 5,417
% under poverty level: 20.0
% under 125 percent of poverty level: 50.0

County: Ouachita

Female labor force: 4,954
% of total labor force: 42.0
% with children under 6: 17.9

Average travel time to work:* 17.7 minutes

Children with mother in labor force (est.)
under age 6: 1,445
Ages 6-12: 1,859

Licensed day care: centers & family homes
Number:** 11
Number Title XX:*** 2
Capacity: 313 children

Median income of families with children
under age 6: $13,134
Married couples: 15,101
Single females: 4,193
% under poverty level: 69.4
% under 125 percent of poverty level: 80.3

*All workers
**Number of licensed facilities is less than number of licenses issued because some facilities require several licenses.
***Title XX slots and entire facilities reserved solely for children in Protective Services are excluded from count.
****$2,500 or less

County: Perry

Female labor force: 1,000
% of total labor force: 37.8
% with children under 6: 20.5

Average travel time to work:* 30.1 minutes

Children with mother in labor force (est.)
under age 6: 294
Ages 6-12: 576

Licensed day care: centers & family homes
Number:** 1
Number Title XX:*** 0
Capacity: 30 children

Median income of families with children
under age 6: $14,559
Married couples: 15,648
Single females: 4,375
% under poverty level: 55.9
% under 125 percent of poverty level: 67.6

County: Phillips

Female labor force: 4,854
% of total labor force: 41.6
% with children under 6: 21.8

Average travel time to work:* 14.9minutes

Children with mother in labor force (est.)
under age 6: 2,017
Ages 6-12: 2,483

Licensed day care: centers & family homes
Number:** 10
Number Title XX:*** 1
Capacity: 366 children

Median income of families with children
under age 6: $10,245
Married couples: 15,758
Single females: 2,747
% under poverty level: 83.1
% under 125 percent of poverty level: 86.6

County: Pike

Female labor force: 1,514
% of total labor force: 37.5
% with children under 6: 17.5

Average travel time to work:* 22.4 minutes

Children with mother in labor force (est.)
under age 6: 374
Ages 6-12: 673

Licensed day care: centers & family homes
Number:** 4
Number Title XX:*** 0
Capacity: 52 children

Median income of families with children
under age 6: $14,301
Married couples: $14,574
Single females: 6,250
% under poverty level: 33.3
% under 125 percent of poverty level: 33.3

County: Poinsett

Female labor force: 4,713
% of total labor force: 41.8
% with children under 6: 19.5

Average travel time to work:* 16.4 minutes

Children with mother in labor force (est.)
under age 6: 1,373
Ages 6-12: 2,026

Licensed day care: centers & family homes
Number:** 4
Number Title XX:*** 0
Capacity: 163 children

Median income of families with children
under age 6: $12,045
Married couples: 13,135
Single females: 2,500***
% under poverty level: 67.5
% under 125 percent of poverty level: 82.1

*All workers
**Number of licensed facilities is less than number of licenses issued because some facilities require several licenses.
***Title XX slots and entire facilities reserved solely for children in Protective Services are excluded from count.
****$2,500 or less

County: Polk

Female labor force: 2,553
% of total labor force: 41.2
% with children under 6: 16.9

Average travel time to work:* 16.5 minutes

Children with mother in labor force (est.)
under age 6: 646
Ages 6-12: 1,039

Licensed day care: centers & family homes
Number:** 7
Number Title XX:***:0
Capacity:121 children

Median income of families with children
under age 6: $13,064
Married couples: 14,033
Single females: 2,500****
% under poverty level: 85.2
% under 125 percent of poverty level: 89.8

County: Pope

Female labor force: 6,961
% of total labor force: 40.9
% with children under 6: 18.3

Average travel time to work:* 17.8 minutes

Children with mother in labor force (est.)
under age 6: 1,809
Ages 6-12: 2,586

Licensed day care: centers & family homes
Number:** 31
Number Title XX:***:3
Capacity: 755 children

Median income of families with children
under age 6: $14,504
Married couples: 15,480
Single females: 7,045
% under poverty level: 39.4
% under 125 percent of poverty level: 46.7

County: Prairie

Female labor force: 1,416
% of total labor force: 38.1
% with children under 6: 22.6

Average travel time to work:* 20.1 minutes

Children with mother in labor force (est.)
under age 6: 467
Ages 6-12: 629

Licensed day care: centers & family homes
Number:** 3
Number Title XX:***:0
Capacity: 26 children

Median income of families with children
under age 6: $14,232
Married couples: 15,440
Single females: 3,438
% under poverty level: 73.4
% under 125 percent of poverty level: 78.1

County: Pulaski

Female labor force: 74,778
% of total labor force: 45.1
% with children under 6: 18.8

Average travel time to work:* 19.0 minutes

Children with mother in labor force (est.)
under age 6: 21,012
Ages 6-12: 25,959

Licensed day care: centers & family homes
Number:** 254
Number Title XX:*** 11
Capacity: 13,550 children

Median income of families with children
under age 6: $16,357
Married couples: 18,853
Single females: 6,711
% under poverty level: 46.6
% under 125 percent of poverty level: 60.6

*All workers
**Number of licensed facilities is less than number of licenses issued because some facilities require several licenses.
***Title XX slots and entire facilities reserved solely for children in Protective Services are excluded from count.
****$2,500 or less

County: Randolph

Female labor force: 2,861
% of total labor force: 42.5
% with children under 6: 23.1

Average travel time to work:* 18.8 minutes

Children with mother in labor force (est.)
under age 6: 942
Ages 6-12: 1,059

Licensed day care: centers & family homes
Number:** 6
Number Title XX:*** :0
Capacity: 201 children

Median income of families with children
under age 6: $13,219
Married couples: $13,974
Single females: 5,625
% under poverty level: 51.1
% under 125 percent of poverty level: 58.0

County: St. Francis

Female labor force: 4,800
% of total labor force: 42.6
% with children under 6: 24.6

Average travel time to work:* 16.9 minutes

Children with mother in labor force (est.)
under age 6: 2,097
Ages 6-12: 2,677

Licensed day care: centers & family homes
Number:** 8
Number Title XX:*** :0
Capacity: 267 children

Median income of families with children
under age 6: $10,489
Married couples: 13,001
Single females: 4,132
% under poverty level: 74.8
% under 125 percent of poverty level: 84.2

County: Saline

Female labor force: 9,573
% of total labor force: 40.4
% with children under 6: 17.7

Average travel time to work:* 23.2 minutes

Children with mother in labor force (est.)
under age 6: 2,366
Ages 6-12: 4,344

Licensed day care: centers & family homes
Number:** 14
Number Title XX:*** :0
Capacity: 909 children

Median income of families with children
under age 6: $18,531
Married couples: 19,362
Single females: 5,526
% under poverty level: 41.5
% under 125 percent of poverty level: 50.2

County: Scott

Female labor force: 1,473
% of total labor force: 40.1
% with children under 6: 19.1

Average travel time to work:* 22.8 minutes

Children with mother in labor force (est.)
under age 6: 403
Ages 6-12: 564

Licensed day care: centers & family homes
Number:** 1
Number Title XX:*** :0
Capacity: 30 children

Median income of families with children
under age 6: $11,096
Married couples: 11,596
Single females: 2,917
% under poverty level: 88.9
% under 125 percent of poverty level: 88.9

*All workers
**Number of licensed facilities is less than number of licenses issued because some facilities require several licenses.
***Title XX slots and entire facilities reserved solely for children in Protective Services are excluded from count.
****$2,500 or less

County: Searcy

Female labor force: 1,246
% of total labor force: 39.6
% with children under 6: 16.1

Average travel time to work:* 22.5 minutes

Children with mother in labor force (est.)
under age 6: 279
Ages 6-12: 508

Licensed day care: centers & family homes
Number:** 3
Number Title XX:***: 0
Capacity: 55 children

Median income of families with children
under age 6: $10,165
Married couples: 10,256
Single females: 6,917
% under poverty level: 42.2
% under 125 percent of poverty level: 42.2

County: Sebastian

Female labor force: 18,871
% of total labor force: 43.1
% with children under 6: 18.1

Average travel time to work:* 16.6 minutes

Children with mother in labor force (est.)
under age 6: 4,867
Ages 6-12: 6,536

Licensed day care: centers & family homes
Number:** 35
Number Title XX:***:1
Capacity: 1,986 children

Median income of families with children
under age 6: $15,272
Married couples: 17,139
Single females: 4,795
% under poverty level: 54.7
% under 125 percent of poverty level: 62.5

County: Sevier

Female labor force: 2,427
% of total labor force: 41.3
% with children under 6: 20.5

Average travel time to work:* 17.7 minutes

Children with mother in labor force (est.)
under age 6: 707
Ages 6-12: 917

Licensed day care: centers & family homes
Number:** 6
Number Title XX:***:0
Capacity: 191 children

Median income of families with children
under age 6: $14,863
Married couples: 15,723
Single females: 4,861
% under poverty level: 58.0
% under 125 percent of poverty level: 80.7

County: Sharp

Female labor force: 1,918
% of total labor force: 40.4
% with children under 6: 17.7

Average travel time to work:* 23.4 minutes

Children with mother in labor force (est.)
under age 6: 505
Ages 6-12: 829

Licensed day care: centers & family homes
Number:** 6
Number Title XX:***:0
Capacity: 74 children

Median income of families with children
under age 6: $11,282
Married couples: $11,725
Single females: 6,071
% under poverty level: 73.1
% under 125 percent of poverty level: 96.2

*All workers
**Number of licensed facilities is less than number of licenses issued because some facilities require several licenses.
***Title XX slots and entire facilities reserved solely for children in Protective Services are excluded from count.
****$2,500 or less

County: Stone

Female labor force: 1,317
% of total labor force: 40.5
% with children under 6: 17.2

Average travel time to work:* 22.6minutes

Children with mother in labor force (est.)
under age 6: 328
Ages 6-12: 610

Licensed day care: centers & family homes
Number:** 1
Number Title XX:***:0
Capacity: 15 children

Median income of families with children
under age 6: $10,335
Married couples: $10,781
Single females: 3,750
% under poverty level: 57.7
% under 125 percent of poverty level:57.7

County: Union

Female labor force: 7,750
% of total labor force: 40.1
% with children under 6: 17.1

Average travel time to work:* 15.9 minutes

Children with mother in labor force (est.)
under age 6: 2,058
Ages 6-12: 3,089

Licensed day care: centers & family homes
Number:** 22
Number Title XX:*** :3
Capacity: 893children

Median income of families with children
under age 6: $16,051
Married couples: 17,441
Single females: 3,333
% under poverty level:67.7
% under 125 percent of poverty level: 76.7

County: Van Buren

Female labor force: 1,608
% of total labor force: 36.1
% with children under 6: 18.8

Average travel time to work:* 24.7minutes

Children with mother in labor force (est.)
under age 6: 439
Ages 6-12: 779

Licensed day care: centers & family homes
Number:** 4
Number Title XX:***:0
Capacity: 79 children

Median income of families with children
under age 6: $13,067
Married couples: $13,412
Single females: 7,159
% under poverty level: 20.0
% under 125 percent of poverty level: 20.0

County: Washington

Female labor force: 19,450
% of total labor force: 42.2
% with children under 6: 16.6

Average travel time to work:* 16.4 minutes

Children with mother in labor force (est.)
under age 6: 4,545
Ages 6-12: 6,510

Licensed day care: centers & family homes
Number:** 58
Number Title XX:*** :0
Capacity: 1,835children

Median income of families with children
under age 6: $14,144
Married couples: $15,368
Single females: $ 5,866
% under poverty level: 48.3
% under 125 percent of poverty level: 59.4

*All workers
**Number of licensed facilities is less than number of licenses issued because some facilities require several licenses.
***Title XX slots and entire facilities reserved solely for children in Protective Services are excluded from count.
****$2,500 or less
Source: *1980 Census data on Arkanas, PC 80-1-C5* and Arkansas Social Services

County: White

Female labor force: 8,260
% of total labor force: 41.0
% with children under 6: 16.9

Average travel time to work: *19.3 minutes

Children with mother in labor force (est.)
under age 6: 2,007
Ages 6-12: 3,290

Licensed day care: centers & family homes
Number: ** 15
Number Title XX: ***: 1
Capacity: 534 children

Median income of families with children
under age 6: $14,355
Married couples: $15,169
Single females: 4,668
% under poverty level: 68.0
% under 125 percent of poverty level: 81.1

County: Woodruff

Female labor force: 1,743
% of total labor force: 42.7
% with children under 6: 19.3

Average travel time to work: *13.9 minutes

Children with mother in labor force (est.)
under age 6: 548
Ages 6-12: 810

Licensed day care: centers & family homes
Number: ** 4
Number Title XX: *** 0
Capacity: 116 children

Median income of families with children
under age 6: $11,220
Married couples: $12,203
Single females: 5,000
% under poverty level: 65.9
% under 125 percent of poverty level: 90.2

County: Yell

Female labor force: 2,591
% of total labor force: 40.0
% with children under 6: 20.0

Average travel time to work: * 21.0 minutes

Children with mother in labor force (est.)
under age 6: 760
Ages 6-12: 1,074

Licensed day care: centers & family homes
Number: ** 9
Number Title XX: ***: 0
Capacity: 185 children

Median income of families with children
under age 6: $13,658
Married couples: $14,170
Single females: 5,481
% under poverty level: 35.4
% under 125 percent of poverty level: 41.5

*All workers
**Number of licensed facilities is less than number of licenses issued because some facilities require several licenses.
***Title XX slots and entire facilities reserved solely for children in Protective Services are excluded from count.
****$2,500 or less
Source: 1980 Census Data on Arkansas, PC 80-1-C5 and Arkansas Social Services.

Selected Labor Centers

Labor Centers

Table 7 presents another approach to help assess the day care needs of a business community. For a 30-mile radius around 16 selected labor centers (approximately 35 to 45 minutes driving time), the table lists the population estimates of the number of mothers in the labor force with children under six and estimates of the number of these children. The estimates are not additive because of the geographic overlaps among the areas.

The area and population on which the estimates are based were calculated by the Employment Security Division.

Table 7: Population, Mothers in Labor Force With Preschoolers, and Number of Their Preschoolers Within 30-mile Radius of Selected Labor Centers in Arkansas

Labor Center	Population (1980)	Mothers in labor force with preschoolers	Preschoolers with mother in labor force
	(within 30 mile radius of labor center)		
Arkadelphia	127,496	3,485	5,260
Batesville	87,209	3,150	4,410
Blytheville	67,073	2,575	4,305
Camden	109,765	3,110	4,995
Conway	437,620	14,480	21,430
Eldorado	87,828	2,410	3,785
Fayetteville	189,417	6,150	8,785
Forrest City	97,151	3,475	6,120
Fort Smith	146,980	5,060	7,235
Hot Springs	149,617	4,410	6,475
Jonesboro	151,669	5,310	7,595
Little Rock	474,625	19,140	28,495
Pine Bluff	158,212	4,840	6,775
Searcy	122,754	3,365	4,835
Texarkana	75,380	2,240	3,490
West Memphis	74,037	2,460	4,380

Note: Estimates of number of women in labor force with children under 6 and of number of their preschool children are rounded to nearest 5. They are not additive because of geographic overlaps among areas.

Source: *"Estimated Potential Labor Supply for Industrial Expansion"*, Employment Security Division, Research and Analysis, January, 1984; *1980 Census of Population Data for Arkansas, PC 80-1-B5* and *PC 80-1-C5*.

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Appendix A: Options for Employers

(Excerpted from Employee Benefits: New Directions, Corporate Support for Employees with Dependents, Arkansas Advocates for Children and Families, funded by Arkansas Social Services.)

Although employers often equate child care benefits with on-site day care centers, there are many and varied options available to businesses. These options can be divided into four categories:

Flexible Personnel Policies, Information Programs, Financial Assistance and Direct Services. Many of these options can be implemented at a minimal cost while providing benefits to the company.

1. Flexible Personnel Policies

Many employers have experimented with new personnel policies which are more flexible and responsible to the needs of working parents. Alternative work scheduling is an approach which has achieved great success and includes these variations:

1) **Compressed time** - full time work with more hours per day and less days per week

2) **Staggered hours** - flexible regular schedule of work hours based on employee's choice

3) **Flextime** - flexible daily starting and stopping based on worker's choice

4) **Regular part-time** - part-day or part-week working hours, often involving prorated pay and benefits

5) **Job-pairing** - two or more people jointly responsible for filling one full time job

6) **Variable working hours** - employee contracts for a block of work and has the option of hours in which to complete the task

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7) **Task Contracting** - employee is responsible for completing work in a given time frame and need not specify the number of hours or particular hours worked

8) **At home work** - the employee fulfills job duties at home and is especially applicable as more companies convert to computers

2. Information Programs

The Referral System - Matching Employee Needs with Providers

Finding and selecting quality day care centers can be one of the most pressing and difficult problems facing working parents. Day care may be scarce, not available during an employee's work hours, or far from home or the work site. Day care for infants is available on a limited basis and for preschool handicapped children is almost non-existent. Summer, school holidays, and after-school care are especially difficult for parents of school age children.

Referral services may be in-house systems or contracted with independent firms supplying these services. A firm may contribute to or contract with a local agency, join a consortium of companies to jointly underwrite the service or develop an in-house system.

Employers may also provide educational assistance to parents by offering information on sources of financial assistance for child care, tax information, guidelines for selecting a child care arrangement and workshops and pamphlets on how to select quality child care.

3. Financial Assistance

Vendor Program

This employer assistance program involves the purchase by the employer of a number of enrollment spaces or "slots" in one or more existing day care centers and the subsequent offering of these slots to employees at a reduced rate. The subsidizing of these slots, or the employer's contribution, can be based on the employee's income and/or family size. This policy is usually referred to as a "sliding fee scale".

Voucher Program

The voucher program is another alternative to provision of day care by the employer. The voucher refers to a certificate for payment given to the parent worth a specified amount toward the purchase of day care from any provider. This leaves the total responsibility of choice of facilities to the employee. The employer may either fully cover the cost of tuition or subsidize the cost based on employee income and/or family size.

Flexible Benefit Plans

Most often called "cafeteria" plans, these offer the greatest amount of flexibililty to the employee in choosing benefits which are most suited to his or her needs. A cafeteria plan is set up with a core of mandatory benefits and a group of optional benefits from which a proscribed number may be chosen. These benefits may be selected according to such factors as age, rate of pay, years of service, and family status. Child care is often included as an optional benefit in this type of plan.

Charitable Donations

One of the most difficult problems for working parents is finding adequate child care at an affordable cost. Charitable donations to existing community resources can provide the benefits of reduction of costs for care while discouraging proliferation of unneeded facilities or duplication of services.

By creating a relationship with chosen providers, a company can influence how its employees receive services and whether those services are affordable to the parents who need them. Donations may be either monetary gifts or subsidies or in-kind (furnishings, administrative and financial services, use of management executives to provide needed expertise, use of data processing or computer equipment, etc.). Possibilities are limitless and flexible enough to meet the needs of each situation. A company might wish to contribute to a center so that operating hours are lengthened to cover the child care needs of employees who work an extended shift.

4. Direct Services

1) On-site centers

The institution of an on-site day care center represents the maximum commitment of an employer to day care. The center can be located at or near the work site and may be operated as a division of the parent company, subsidiary corporation or nonprofit independent corporation. Financial support can include start-up costs, operating expenses and subsidies for tuition. Administrative and maintenance duties may be assumed by the proper divisions of the parent corporation. The employer may hire a professional staff or sub-contract with a professional child care firm. The company may also provide day care services as a partially subsidized operation rather than a free program for employees.

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2) Off-site Consortium Centers

Several employers may decide to share the costs and risks of establishing a day care center. This can be especially lucrative in an industrial park or downtown business district. Another possibility is located in a neighborhood or residential area in which many employees reside.

The companies provide monies for start-up expenses, construction of a facility or rehabilitation of an existing facility, participation on a governing board of directors, administrative services such as budget management, personnel practice, and legal services. Employers may underwrite operating costs of the center and offer partial tuition subsidy.

3) Family Day Care Systems

Recruitment of family day care home providers to offer care for employees' children in their homes is a less expensive alternative to on-site or consortium centers. It is a particularly attractive direct service option for states such as Arkansas where many industries are located in rural areas and employees commute to work.

Pros

1. **Flexible Personnel Policies**
   - a) Flexible scheduling can reduce company's overtime expenses
   - b) Improves worker morale and reduces absenteeism and turnover
   - c) Allows mothers of schoolage children to work and still care for the children
   - d) Allowances made for sick children reduce stress, worry, and guilt for employees

2. **Information Programs**
   - a) Makes existing day care facilities more available to employees
   - b) Meets employee's particular needs
   - c) Is a good highly visible public relations effort
   - d) Effective recruiting tool as employee benefit
   - e) May stimulate additional day care in communities where demand is greater than supply
   - f) Helps to develop support systems and identify community resources

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3. **Financial Assistance Programs**

   a) **Vendor Program**
      1) Increases availability of child care for employees
      2) Subsidizes tuition costs of employee's children
      3) Requires no initial capital investment for facility or program
      4) Company has no management responsiblity
      5) Protects company from potential liability
      6) Ideal for small companies with low need

   b) **Voucher Program**
      1) Respects parent's choice of day care facilities
      2) Offers flexibility to employees
      3) Helps employees meet the rising cost of day care
      4) Beneficial to the employer who has many small locations
      5) Does not require capital investment
      6) Protects company from potential liability
      7) Requires no participation in management from the company

   c) **Flexible Benefit Plans**
      1) Allows employees to select benefits which are most suited to their current needs
      2) Good recruiting tool
      3) Can be tailored to meet diverse demands of all age groups and employment levels

   d) **Charitable Donations**
      1) Often requires only participation of designated corporate giving officer
      2) Reduces duplication of services and strengthens existing community resources
      3) Provides incentives for community groups to offer needed services
      4) Provides tax advantages under allowable charitable deductions

4. **Direct Services**

   a) **On-site centers**
      1) Provides access to the child by parents during breaks in their work schedules
      2) Is a good, highly visible public relations effort
      3) Gives parents security because the child is near the work site
      4) Provides quality control for the company and ensures a top quality developmental program for employees' children

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b) **Off-site Consortium Centers**
   1) All companies share the risks, costs, and liabilities of operation of the center
   2) Increases availability of resources for developing a quality day care program
   3) Serves a greater segment of the community and decreases under-utilization of the facility because the center draws from a broader base
   4) Subsidizes tuition costs for low-income employees; can serve as a match to draw federal dollars (Title XX)
   5) Allows parents to have children near their place of employment

c) **Family Day Care Systems**
   1) Less costly than on-site or consortium centers because of no initial capital outlays for facilities
   2) Allows flexibility for employees
   3) Increases needed community resources
   4) Usually is a less expensive form of care for employees
   5) Works particularly well when employees are scattered over a large geographical area

CONS

1. **Flexible Personnel Policies**
   a) Difficult to supervise large groups of people on different work schedules
   b) Difficulties in administering employee benefit
   c) Difficulties for employees in car-pooling
   d) Possibility for abuse by some employees

2. **Information Programs**
   a) Requires some administration in keeping information current
   b) Some cost involved in gathering and publishing of information
   c) If a consortium is formed, requires cooperation of companies involved in keeping system functioning
   d) If an in-house system is established it can result in unnecessary repetition of efforts of other companies
   e) Seminars require coordination of work schedules and a contracting procedure with an out-of-company source

3. **Financial Assistance Programs**

a) **Vendor Program**
   1) Difficulty arises in purchasing slots in locations preferrable to employees
   2) Can discriminate against providers in the community
   3) Program has small public relations value because of low visibility
   4) Requires commitment for spaces on part of employer without assurance of use by employees

b) **Voucher Program**
   1) Day care may not be available in ample supply or during hours which match employee's work schedule
   2) Requires some administrative procedures
   3) The sliding fee scale will require additional administrative costs

c) **Flexible Benefit Plans**
   1) More costly than standard benefit plans because of increased administrative costs
   2) Difficulties in coordination if a third party benefits administrator is used

d) **Charitable Donations**
   1) Does not give the company as much direct control over programs it supports
   2) Often requires establishment of corporate giving policies within the company and designation of a corporate giving officer

4. **Direct Services**

a) **On-site centers**
   1) Costs must be weighted against benefits to determine if operation of an on-site center is financially feasible and cost effective for a company
   2) Usually requires a large initial financial investment and a commitment for continued funding
   3) Centers have not been consistently successful. Company executives cited the following reasons for discontinuing the operations:

      *Company went out of business or moved
      *Under-utilization by employees
      *Too expensive
      *Recession

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4) Requires detailed planning and extensive surveys to adequately determine need
5) On-site center requires a long-term commitment on the part of the company to successfully continue operation

b) Off-site Consortium Centers
1) Requires that all companies work in cooperation to maintain facility
2) More community children may be enrolled in the center than children of employees
3) May not meet full enrollment because parents prefer residential location
4) Requires continuing commitment on part of employers to maintain a quality day care center

c) Family Day Care System
1) Often difficult to recruit suitable providers with acceptable homes
2) Difficult to administer if spread over a large geographic area
3) May be under-utilized in certain communities
4) Requires provision of provider training to maintain quality settings

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Appendix B: Percent of Women Employed in the Occupations and Industries, Arkansas, 1980

	Total Employed	Percent Women
Total Employed, Age 16 & over	875,733	42.3
Occupations		
Managerial & professional	157,504	43.1
Technical, sales, & administative	226,580	65.2
Technologists & technicians	(20,703)	(55.1)
Sales occupations	(85,552)	(47.9)
Administrative support, including clerical	(120,325)	(79.3)
Service	107,431	66.1
Private household services	(6,558)	(95.5)
Protective services	(10,004)	(8.4)
Other services	(90,869)	(70.3)
Farming, forestry, & fishing	53,363	12.3
Precision production, craft & repair	123,909	9.2
Operators, fabricators, & inspectors	206,946	31.8
Machine operators,assemblers & inspectors	(105,993)	(48.4)
Transportation & material moving	(52,766)	(5.4)
Handlers, equipment cleaners, helpers, laborers	(48,187)	(24.4)
Industries		
Agriculture, forestry, & fishing	52,952	14.5
Mining	6,260	8.6
Construction	61,276	6.4
Manufacturing	219,720	37.7
Nondurable goods mfg.	(96,722)	(45.3)
Durable goods mfg.	(122,998)	(31.7)
Transportation, communication, & other public utilities	62,015	20.6
Wholesale & retail trade	173,444	45.2
Finance, insurance, & real estate	37,305	58.6
Business & repair service	27,559	26.9
Personal services	28,333	76.7
Entertainment & recreation services	5,710	38.4
Professional & related services	166,363	70.0
Public administration	34,796	42.2

Source:1980 Census of Population Data for Arkansas, PC 80-1-C5.

Appendix C: Median Family Incomes by Age of Children, Arkansas 1980

	Total	White	Black*
All Families	$14,641	$15,598	$ 9,053
With Children Under 18	15,924	17,013	9,969
With Children Under 6	14,285	15,244	9,517
Married Couple Families	16,009	16,502	11,672
With Children Under 18	17,812	18,347	14,170
With Children Under 6	15,818	16,119	13,725
Female Households, no Husband Present	7,711	8,963	5,806
With Children Under 18	6,777	7,805	5,307
With Children Under 6	4,914	5,645	4,262

*Excludes all other non-white races

Source: 1980 Census of Population Data for Arkansas, PC-80-1-C5